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AMCCC

INFORMATION PAPER

13 February 2002

SUBJECT: Resolving Employment Disputes Swiftly (REDS) Program Review

PURPOSE: To inform the Commander's Conference that the CG has asked for a review of the implementation of REDS--the AMC model alternative dispute resolution (ADR) program for workplace issues.

FACTS:

- The AMC REDS Program has been in place for over two years. Some 25 REDS Teams were trained to implement the program. A representative of EEO chairs each AMC REDS Team with membership from the legal and civilian personnel community.
- REDS offers a menu of ADR methods--primarily Mediation and Peer Review Panels.
- REDS can be used for any workplace issue: EEO, discipline, grievances, labor-management issues.
- REDS is included in the Office of Personnel Management compendium of federal agency ADR programs. HQ DA has determined that REDS meets the Equal Employment Opportunity Commission rule requiring agencies to "establish or make available" ADR programs for pre-complaint EEO matters.
- A REDS Survey was sent to each AMC EEO Office on 1 March announcing the intent to conduct a program review. The Survey asks several questions with respect to implementation and evaluation of REDS.
- A Memorandum will be sent to the MSC Commanders announcing the REDS Program Review. Installations can volunteer to host an on site review. Other installations will be chosen at random.
- MSC Commanders will be asked to forward the CG's Memo to subordinate commanders within their MSC. The REDS Review Team will also visit selected non-MSC installations.

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